



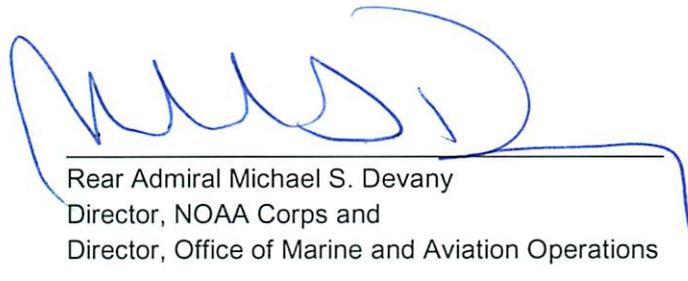
NON-DISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY

As Director, I ensure Equal Employment Opportunity (EEO) for all Office of Marine and Aviation Operations (OMAO) employees and applicants for employment. It is the policy of the Office of Marine and Aviation Operations to promote and ensure equal employment opportunity for all persons regardless of race, sex, color, religion, national origin, age, mental or physical disability, genetic information, or sexual orientation.

I am committed to providing a safe work place for all OMAO employees. I enforce a zero tolerance policy against any unlawful discrimination or harassment of any kind. Harassment can include, but is not limited to, verbal, sexual, emotional, mental, or any other type of unwanted attention. Both managers and supervisors share the responsibility of ensuring equal opportunity and fair treatment to all employees and applicants for employment. I require that all OMAO employees understand and comply with orders, directives, and the law while respecting your fellow employees and avoiding inappropriate conduct.

All employees are encouraged to bring concerns regarding discrimination, retaliation, and/or harassment, in any form, to the attention of management; the Equal Employment Opportunity and Diversity Manager, Salim Abddeen, at 301-713-7659 or salim.abddeen@noaa.gov; or the NOAA Civil Rights Office at 301-713-0500 or 800-452-6728. I am also a strong advocate for using NOAA's Alternative Dispute Resolution (ADR) Program. Conflict arising in the workplace can be resolved by mediation, thus minimizing or eliminating litigation, retaliation, or formal processes. Please visit the ADR website (<http://www.wfm.noaa.gov/adr/index.php>) for additional information.

Remember, in order to preserve your right to file an EEO complaint, you must contact the NOAA Civil Rights Office within 45 calendar days of the alleged discriminatory event. For more information on the EEO complaint process visit http://www.eeo.noaa.gov/eeo_complaint_process or call 301-713-0500 or 800-452-6728.



Rear Admiral Michael S. Devany
Director, NOAA Corps and
Director, Office of Marine and Aviation Operations

Bulletin Expiration Date: January 16, 2014

Responsible Position: Manager, Office of Equal Employment Opportunity and Diversity

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